

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer:	Borough of Haddon Heights			County:	Camden
Employee Organization	Haddon Heights Policemen's Benevolent Association			Employees in Unit:	328
Base Year Contract Term:	1/1/2012	12/31/2014	New Contract Term	1/1/2015	12/31/2018

Type of Settlement:	Arbitrator's Award	Fact-Finder Recommendation	Voluntary Settlement
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a). Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs <i>(Last Year of Previous agreement)</i>		New Base Year - Total Costs <i>(First Year of Successor agreement)</i>	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$962,890	N/A	\$1,020,548	N/A
Increment				
Longevity				
Section IV: Additional Costs				
List economic items; indicate either inside or outside base salary as agreed to between the parties.				
<u>Item Description</u>				
Education				
Item 1		\$8,000		\$12,000
Item 2				
Item 3				
Item 4				
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet				
Additional Items				
Section V: Totals - Sum of costs in each column	\$962,890 (Total Economic) Section III & IV	8,000 (Total Non-salary Economic)	1,020,548 (Total Economic) Section III & IV	12,000 (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

Total Economic Base Year (previous agreement)	\$962,890
<u>Effective Date (m/d/yyyy)</u>	
Percent Increase	
	1/1/2015
	5.98
	1/1/2016
	6.60
	1/1/2017
	6.60
	1/1/2018
	5.78
Actual dollar increase	
	\$57,658
	\$67,414
	\$71,868
	\$67,066
Total Economic Costs (successor agreement)	
	\$1,020,548
	\$1,087,962
	\$1,159,830
	\$1,226,896

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)	6.24
Dollar Impact (average per year over term of agreement)	\$66,002

Section VIII

<u>Medical Costs</u>	Base Year	Year 1
Cost of Health Plan	\$258,856	\$170,916
Employee Contributions	\$64,642	\$70,846
Prescription	\$4,177	\$4,177
Dental	\$658	\$658
Vision	\$323	\$323

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Christie Elmet Title: CFO

Print Name Christie Elmet Date: 9-11-15

Signature Christie Elmet